

Employer Negotiations Principles

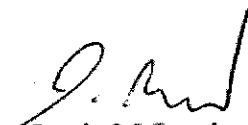
As part of our commitment to the City's Code of Ethics and Values, these Employer Negotiations Principles have been developed and approved by unanimous vote of the City Council.

- ❑ As representatives of the City Council and City management, the Management Negotiating Team will meet and confer in good faith with the employee bargaining group representatives.
- ❑ The City Council is committed to working with the City Manager and her team as Council agents in the negotiating process, using protocol and proper communication channels for employee negotiation discussions.
- ❑ Negotiations occur between the City Manager (or designee) and designated Union/Association leadership. All bargained items are subject to City Council approval. The Council does not meet and confer or negotiate.
- ❑ Fiscal responsibility will be valued and integral to Council decisions.
- ❑ Management will at all times conduct themselves professionally and with due respect at the negotiating table.
- ❑ Employee Association/Union positions will be honestly and completely conveyed to City Council and City Manager by Management Negotiators including both substance and tone.
- ❑ All should ensure that all negotiated agreements are lawful, workable, and within the economic parameters established by the City Council.
- ❑ Negotiators will take a positive approach to difficult budget/employee negotiation discussions.
- ❑ City Council, City Manager, and Management Negotiators will work together as a cohesive team. City Council members and City Manager will support the Council's majority votes and final actions, and will not disclose individual votes.

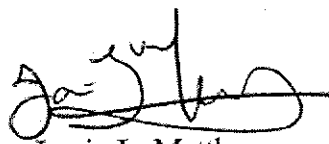
- Confidentiality will be maintained during the negotiations process as specified under Public Employment Relations Board regulations – including confidentiality of the negotiations, and no negotiations other than at the negotiating table.
- If approached by employees or representatives of employee organizations, Council members will indicate that, during the negotiation process, discussions should occur at the negotiating table. Council members may listen if they deem it necessary, but will not discuss or comment on information presented. Council members shall provide the City Manager with the information pertaining to negotiations shared with them by employees or representatives of employee organizations.
- Confidentiality regarding Closed Session discussions will be maintained. Government Code Section 54963 states that a person present in a closed session may not disclose confidential information acquired in the closed session.



Patricia M. Mahan
Mayor



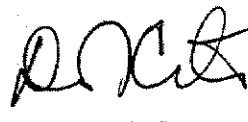
Jamie McLeod
Vice Mayor



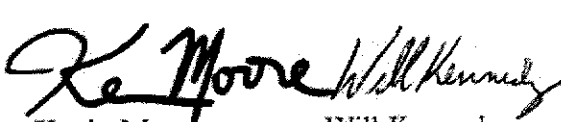
Jamie L. Matthews
Council Member



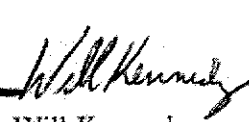
Pat Kolstad
Council Member



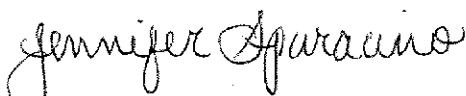
Dominic J. Caserta
Council Member



Kevin Moore
Council Member



Will Kennedy
Council Member



Jennifer Sparacino, City Manager

Date: October 25, 2005